

ANNOUNCEMENT NUMBER: 09-13

OPEN TO: All Interested Candidates

POSITION: **IV/DV and Adoptions Assistant, FSN-8; FP-6***
(* Grade to be confirmed by Washington)

Grade listed is Full Performance Level. The successful candidate will be hired at a lower grade level (training level) should s/he not meet all requirements of the position.

OPENING DATE: February 13, 2013

CLOSING DATE: February 27, 2013

WORK HOURS: Full-time; 40 hours/week

LENGTH OF HIRE: THIS IS A TEMPORARY POSITION.
The position duration is twelve months with the possibility of extension.

ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Consulate General in Almaty is seeking an individual for the position of IV/DV and Adoptions Assistant in the Consular Section.

BASIC FUNCTION OF POSITION

Primary IV/DV and Adoptions employee. Responsible for understanding and organizing all facets of the immigrant visa process, including application package pre-screening; understanding and providing information to the public regarding U.S. immigration law and procedures; developing relations with NVC, KCC and DHS regarding IV/DV and adoption processes; scheduling applicants for IV, DV and adoption appointments; developing and maintaining relations with the Government of Kazakhstan and adoption providers, and assisting the Fraud Prevention Unit on IV-related investigations. Responsible for maintaining the Consular web site. Acts as a back-up for the ACS Assistant. Acts as back up Cashier when necessary.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact HR phone: 70-23-23.

QUALIFICATIONS REQUIRED

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. The equivalent of a University degree in languages, law or public relations, is required.
2. From one to three years of progressively responsible experience in work involving the application of regulatory material and public contact, or other closely related experience is required.
3. Level IV (fluent) English* and Russian. Level III (good working knowledge) Kazakh*.
4. A good working knowledge of applicable laws, regulations, and procedures, including U.S. immigration law and local laws and practices pertaining to Consular work is required. Familiarity with patterns of fraud indigenous to Central Asia.
5. Strong customer service skills. Exercise of tact and good judgment in dealing with the public. Ability to work under continuous pressure and to apply good judgment in referring matters to a higher authority. Ability to maintain a wide range of high-level contacts among local officials involved in the various areas of Consular Affairs, especially in immigration and visas. Ability to draft routine and substantive correspondence and ability to type using a word processor are required.

***This will be tested.**

SELECTION PROCESS

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174); **or**
2. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **or**
3. A current resume or curriculum vitae that provides the same information found on the UAE (see *section 3A below for more information*); **plus**
4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

3A. If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

Failure to do so will result in an incomplete application.

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth
- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes

- or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
 - J. Eligibility to work in the country (Yes or No)
 - K. Special Accommodations the Mission needs to provide
 - L. If applying for position that includes driving a U.S. Government vehicle,
Driver's License Class / Type
 - M. Days available to work
 - N. List any relatives or members of your household that work for the U.S.
Government (include their Name, Relationship, & Agency, Position, Location)
 - O. U.S. Eligible Family Member and Veterans Hiring Preference
 - P. Education
 - Q. License, Skills, Training, Membership, & Recognition
 - R. Language Skills
 - S. Work Experience
 - T. References

SUBMIT APPLICATION TO

Human Resources Office
Rakhymzhan Koshkarbayev Avenue, No. 3
010000 Astana, Kazakhstan
Tel: (7172) 702-323; Fax: (7172) 702-275; e-mail: astanahr@state.gov

DEFINITIONS

1. **Eligible Family Member (EFM)**: An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM)**: For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 - 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 - 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM)**: EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and

- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH)**: An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

CLOSING DATE FOR THIS POSITION: February 27, 2013

The U.S. Mission in Kazakhstan provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.